

# State of Iowa Facts – FY '07

<http://www.iowa.gov/state/main/index.html>



## General Information

Address:

## Workforce Data (unless otherwise noted, information provided is at the end of FY '07)

# FT EEs: 19,964	# PT EEs: 320	# Temporary EEs: 1,183	Average Length of Service: 13.79
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Span of Control: 10.89	% Performance Evaluations Completed: 82.7%	Total Unemployment Insurance Claims: 333
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	474	45-54	7,013	<25	1	45-54	829	# of Females:	10,124	# of Males:	9,840
25-34	2,972	55-64	4,612	25-34	114	55-64	542	% of WF:	50.71%	% of WF:	49.29%
35-44	4,605	65+	288	35-44	385	65+	26	Average Age:	46.58	Average Age:	46.49
Employee Average Age: 46.53				Supervisor Average Age: 49.80				Average Length of Service: 13.35		Average Length of Service: 14.24	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	1,084	# of African-American:	433	# of Non-minorities:	18,506
% of Workforce:	5.43%	# of Asian:	236	% of Workforce:	92.70%
Average Age:	45.23	# of American Indian:	123	Average Age:	46.68
Average Length of Service:	11.86	# of Hispanic or Latino:	292	Average Length of Service:	14.08

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	1,199	# of Persons With Non-Disabilities:	16,520
% of Workforce:	6.01%	% of Workforce:	82.75%
Average Age:	52.20	Average Age:	45.96
Average Length of Service:	18.14	Average Length of Service:	13.24

Officials/Administrators EEO Category 1: 1,758	Professionals EEO Category 2: 6,903	Technicians EEO Category 3: 2,298	Protective Service: Sworn EEO Category 4: 3,113
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 2,250	Skilled Craft EEO Category 7: 1,698	Service/Maintenance EEO Category 8: 1,937

Separation Rate: 6.80%	Hire Rate: 9.56%	Number Hires: 1,733	Transfer In: 164
Retirements: 354	All Terminations: 226	Voluntary Quits: 576	Transfer Out: 193

# of Classes Used: 763	Most Populous Classes: Correctional Officer (1,652), Residential Treatment Wkr (1,305), Equipment Operator (834)		
Separations - By Class:	Residential Treatment Wkr (140), Correctional Officer (90), Social Worker 2 (46)		
# Eligible for Retirement:	4,475 in the next 5 years	% Eligible: 22.42%	

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '07)

Vacation Payouts: \$8,553,978.85	Sick Leave Payouts: \$1,041,389.45	Annual Payroll: \$1,221,440.01	Avg. Base Salary: \$49,762	Overtime Days Worked: 62,455.6
Overtime Cost: \$14,896,754.77	Reassignment Pay: \$10,297.60	Recruitment Bonus Pay: \$23,738.00	Retention Pay: \$235,383.92	Exceptional Job Performance Pay: \$79,244.72
Workers' Comp Payouts: \$115,891,980.34	Vacation Pay - Earned Value: \$66,519,506.51	Vacation Days Earned: 338,121.1	Vacation Used Expense: \$62,184,669.71	Vacation Days Taken: 319,438.4
Workers' Comp Days Used: 26,263	Sick Leave Days Earned: 264,106.0	Reg. Sick Leave Used Expense: \$25,456,244.84	Reg. Sick Leave Days Used: 141,400.6	Converted Sick Leave To Vacation Days Used: 26,098.6
	Sick Leave -Earned Value: \$48,544,902.37		Avg. Sick Leave Days Per EE: 7.08	Converted Sick Leave To Vacation Used Expense: \$5,725,833.17
Injury Leave Used Expense: \$107,909.94	Injury Leave Days Used: 582.3	Classification Appeals: N/A	Reclassifications Up (Filled): 343 Up (Vacant): 32 Down (Filled): 114 Down (Vacant): 29 Lateral (Filled): 91 Lateral (Vacant): 11 Approx. Annual New Cost of Reclassified Positions:* \$1,236,894.07	Grievances Contract Grievances: 597 Disciplinary: 302 Language: 295 Non-Contract Grievances: 23 Disciplinary: 11 Language: 12 Arbitrations: 15
Funeral Leave Used Expense: \$1,011,427.04	Funeral Days Used: 5,378.8	Extraordinary Pay: \$406,859.31		
Jury Leave Used Expense: \$81,800.32	Jury Leave Days Used: 410.8	Special Duty Pay: \$13,586.40		

\* based on difference between average of old and new pay grade FY '07. Vacancies and laterals were not calculated into the "cost."

## Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '07) RUU: 634 Current Year (FY '07) Goal: 87	Minorities: Current Year (FY '07) RUU: 196 Current Year (FY '07) Goal: 45	PWD: Year (FY '07) RUU: 798 Current Year (FY '07) Goal: 164
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Sources: AS400 Queries; "Just the Facts for FY07" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: August 25, 2008